

Minutes of the August 19 Diversity and Inclusivity Committee Meeting

The Diversity and Inclusivity Committee convened on August 19, 2021

Committee Members Present: Kathi Swanson, Jim Kvalheim, Janessa Katzenberger, Dee Jay Redders, Chip Schuett, Jen Braun and Melissa Hammann

Guests present: Amiee Leavy, YWCA Consultant and Deacon Dziersawski, Director at Epiphany, student survey consultant.

Community members present: J Porter, K Nass, S. Peterson, I. Sherren

The meeting was called to order by co-chair Janessa Katzenberger at 4:05 pm. Melissa Hammann agreed to take minutes and review time. Jim Kvalheim moved and Kathi Swanson seconded to approve the July 15, 2021 minutes. Motion passed unanimously.

Janessa welcomed all community members but noted that this was a working committee meeting at which public comment was not accepted. She respectfully requested all community members to mute themselves. Then she reviewed the working agreements for the committee and noted that we may not have a safe space any longer to maintain these agreements. The purpose of the committee was restated as making sure all students feel that they belong and can present their authentic selves.

Mr. Dziersawski then began a review of the statistical steps taken to insure 95% confidence intervals of the student survey. As is frequently the case, the response rate was very low, especially for the already low in number students of color, making disaggregation impossible while maintaining student confidentiality. There was a review of the data that was able to be collected regarding LGBTQ+ students. Members were asked to submit their responses about the survey in an anonymous form distributed by Janessa regarding the scope and value of the survey and what it is telling us and not telling us.

Mr. Dziersawski also reviewed a list of three contributing reasons why our response rates are low:

- 1- How was it proctored?
- 2- When and where it was given?
- 3- Trust that the data will be used.

The last issue is a common survey downfall. We need to determine as a committee what to share about the survey, with whom and when. We need to determine how to summarize the data in such a way that we can evaluate what the survey is telling us and what it is saying and what it is not saying.

We discussed at length the lack of data regarding students of color, students with disabilities and other marginalized populations. There are other ways we could recommend to the Board to access this information.

Amiee Leavy asked for clarification of some of the survey results and how we will proceed going forward, asking for District Administrator and Board input to figure out how we will proceed.

Melissa Hammann moved and Jim Kvalheim seconded to adjourn the meeting at 6:01PM

Submitted September 7, 2021 by M Hammann